


LETTER OF AGREEMENT

1. The parties agree to modify the EEC process documents substantially in the form of the attached Exhibit "A".
2. The Board agrees to direct the President to execute the current Letter of Understanding dealing with column movement.
3. The Board agrees to increase Union employee overload pay during the current Collective Bargaining Agreement to:

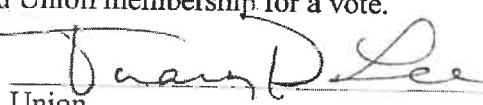
Second Year – \$700

Third Year – \$720

4. The Union voluntarily agrees to withdraw all currently filed ULPs with the IELRB, based on the agreement reached in this document.
5. The Union voluntarily agrees to waive its rights to file ULPs based upon actions or omissions of the Board/Administration which occurred prior to the date on which this document is ratified by both parties, with regards to the items addressed in the ULPs. The Union acknowledges that at the time of ratification of this document, there are no Union efforts with regards to further ULPs.
6. This document is submitted to the Board and Union membership for a vote.



Board of Trustees



Union

9-12-19

Date

Sept. 5, 2019

Date

EXHIBIT "A"

This replaces previous practice and documentation as to the Illinois Valley Community College's Educational Excellence Council (EEC).

Charter

Foster and sustain a culture of educational excellence by creating a forum for faculty and administrators to address issues impacting and supporting teaching and learning.

Goals:

1. Promote a continuing open dialogue among faculty and administration.
2. Discuss, develop, and recommend procedures relating to teaching and learning.
3. Act as a coordinating group that may appoint ad hoc subcommittees to focus on possible solutions to specific issues.
4. Evaluate the implementation and success of items covered by this document.
5. Advise and refer issues to other college groups consistent with its scope.
6. Develop recommendations that may result in formal agreements between the faculty and the administration or board.

This committee reports to and is accountable to its constituencies: full-time faculty, the administration and the Board of Trustees.

Scope of EEC

The Scope of EEC is limited to Letters of Agreement, Letters of Understanding, or Faculty Handbook items. EEC shall be composed of eight (8) members, four (4) appointed by the President of the Union and four (4) appointed by the President of the College. A member of EEC shall serve as long as the then current appointing President so desires.

Processes of EEC

Items for consideration shall be proposed in writing by either the President for Local 1810 or the Vice President for Academic Affairs. All items for consideration shall eventually be voted upon (to move forward or disregard the item). The vote will be recorded in written minutes.

EEC may review subcommittee recommendations (if any), make possible revisions to suggested language, and consider whether the matter is most appropriate for characterization as a Letter of Understanding, Letter of Agreement, or Faculty Handbook entry. The vote by EEC, shall be no sooner than the next Meeting after the Meeting at which the item was introduced. If the voted item is approved by $\frac{3}{4}$ majority of those individuals appointed to EEC the matter shall be forwarded for implementation (if a Faculty Handbook entry) or further consideration (if a Letter of Understanding or Letter of Agreement). Written minutes of EEC meetings shall be circulated electronically for review, and then approved at the next meeting.

Topics which EEC receives from the collective bargaining teams shall be considered in preparation for the next round of collective bargaining, unless a sooner specific time is expressly incorporated into the charge from the teams. During the subsequent collective bargaining process, the respective teams will consider whether or not to implement the recommendation from EEC.

Approval of EEC documents

Letters of Understanding clarify existing contract language. If voted on and adopted by EEC, in the manner described above, the Letter of Understanding shall be submitted to the President of the College and President of the Union for consideration of approval.

Letters of Agreement create new contract language. If voted on and adopted by EEC, in the manner described above, the Letter of Agreement shall be submitted to the Union membership for consideration of approval. Those Letters of Agreement approved by the Union membership shall be forwarded to the Board of Trustees. The Board of Trustees shall then consider the matter for approval.

Items for the Faculty Handbook shall be items that are not Letters of Understanding or Letters of Agreement. Such items shall be incorporated into the Faculty Handbook, that relate to academic processes/procedures. -Once voted on and adopted by EEC in the manner described above, the item shall be incorporated into the Faculty Handbook.